## **EXHIBIT G**

## Exhibit 10

December 09, 2020

14 to 17

related to discrimination?  15 Grannis to discuss recruitment for the director position?  16 A. Yes.  16 director position?  17 A. Yes.  18 related to particular systems used at Google?  19 A. Yes.  19 recall discussing with Mr. Grannis the Grann	role in OCTO? on the
privacy training to recruitment trainings on our systems and processes to candidate management 4 training and company trainings that would include 5 you know all encompassing recruitment processes 5 A. I was the lead recruiter 6 including level what to look for in candidates' 6 hiring project.  7 background skill sets things like that. 7 Q. And when did you become a 8 Q. Did you receive any training related 8 OCTO was looking to hire for the tech 6 to compensation or setting compensation? 9 director role?  10 A. Yes. 10 A. In 2016. I can't recall 11 Q. And was Will Grannis the 12 to anti bias? 12 manager for that role?  13 A. Yes. 13 A. Yes. 14 Q. And did you receive any training related 15 Grannis to discuss recruitment for the 16 director position? 16 A. Yes. 16 director position? 17 A. Yes. 18 related to particular systems used at Google? 18 Q. Okay. Can you tell me even 19 A. Yes. 19 recall discussing with Mr. Grannis the 20 Q. Okay. Did you receive trainings in 20 the technical director position? 21 GHire? 21 A. So I can't recall the cord verbatim but I do recall meeting with 24 would be for hiring a reasonably larged 25 would be for hiring a reasonably larged 26 would be for hiring a reasonably larged 26 would be for hiring a reasonably larged 26	role in OCTO? on the
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5 you know all encompassing recruitment processes 6 including level what to look for in candidates' 7 background skill sets things like that. 8 Q. Did you receive any training related 9 to compensation or setting compensation? 9 director role? 10 A. Yes. 11 Q. Did you receive any training related 11 Q. And was Will Grannis the 12 to anti bias? 13 A. Yes. 14 Q. And did you receive any training 15 related to discrimination? 16 A. Yes. 17 Q. Okay. Did you receive trainings 18 related to particular systems used at Google? 19 A. Yes. 20 Q. Okay. Did you receive trainings in 21 A. So I can't recall the cor verbatim but I do recall meeting wit 23 Q. And how about Thrive? 24 A. No I did not have training in 20 And when did you become a hiring project. 7 Q. And when did you become a corrective manager for the training of the technical director position? 8 A. I was the lead recruiter hiring project. 7 background skill sets things like that. 7 Q. And when did you become a corrective manager for the technical director position? 8 A. Yes. 9 And did you receive any training 14 Q. And did you did you meetive trainings 15 Grannis to discuss recruitment for the director position? 9 director position? 16 A. Yes. 18 Q. Okay. Did you receive trainings 17 A. Yes. 19 recall discussing with Mr. Grannis the director position? 10 A. Yes. 11 A. So I can't recall the corrective form of the technical director position? 12 A. Yes. 13 A. Yes. 14 Q. And how about Thrive? 15 A. So I can't recall meeting with the corrective form in the correction form in the correction form in the correction	on the
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	e volume of
25 Thrive. 25 technical director level candidates i	
Page 15  1 JENNIFER BURDIS 1 JENNIFER BURDIS	Page 17
2 Q. So at what point did you begin 2 the individual contributor ladder at	[
3 supporting the Office of the CTO or OCTO? 3 Q. Okay and can you tell me	
4 A. I believe it was at some point during 4 that you recall Mr. Grannis saying at	
5 the beginning of 2016. 5 leveling of the role?	Jue che
6 Q. Okay. So let's focus on when you 6 MR. GAGE: Objection.	
7 were supporting OCTO and specifically about the 7 A. I don't recall specifics.	
8 technical director office of the CTO position and 8 Q. Okay and did you work wi	th Mr
9 I'm going to call it technical directors going 9 Grannis to come up with the external	
10 forward. Is that okay?  10 for the technical director role?	, poscing
11 A. Yes.	ole in
11 A. Yes. 11 A. I did.	J
12 Just you're slightly muffled in 12 Q. Okay and what was your r	iant.
Just you're slightly muffled in 12 Q. Okay and what was your r the audio. I think it's because we're trying to 13 drafting that job posting?	
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12 Just you're slightly muffled in 13 the audio. I think it's because we're trying to 14 I can hear you but I'm just having to listen 15 carefully so that might 16 MR. GAGE: I think it may by at your 17 end Shira too because I hear you but 18 you're a little distant. 19 MS. GELFAND: Okay that's fine. Let 19 me know if this is better. Is this better? 20 me know if this is better. As you lean 21 MR. GAGE: It's better. As you lean 22 a little forward like you're right now I can 23 Q. Okay and what was your of drafting that job posting?  14 A. To make sure it was compl 15 inclusive and formatted correctly for online and and sharing externally 16 non Googlers. 18 Q. What do you a mean by "complete or online and and sharing externally 17 non Googlers. 18 Q. What do you a mean by "complete or online and and sharing externally 20 inclusive and formatted correctly for online and and sharing externally 21 non Googlers. 22 a little distant. 23 a little forward like you're right now I can 24 in line with our company policy. 25 Q. Okay. Okay. Is there are	ations were
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26 to 29

Page 26 Page 28 1 JENNIFER BURDIS 1 JENNIFER BURDIS a little confusing so... 2 MR. GAGE: Objection. 2 3 Α. I do not know. 3 Okay. So you had mentioned that this document contains the minimum qualifications for 4 And so were there minimum 5 qualifications that candidates had to meet for 5 the role in the "Skills and Experience this technical director role? 6 Requirements" section 7 Yes Α. 8 And what were those minimum 8 so I'm asking: Where in here does 0. 9 qualifications? 9 it document the minimum qualifications? 10 They're listed on the job Well now I Α. 10 11 description. I would have to refresh by reading MR. GAGE: Objection. Go ahead. 11 it but the minimum qualifications are documented Now that I'm looking at the job 12 12 on the job description. description I realize that the headline where the 13 13 bullets that's your reading out reside are 14 Okay and where are they documented 14 15 on the job description? actually under the "Skills and Experience 15 16 Α. On the second page of Exhibit 61 I 16 Requirements" and there's no mention of minimum 17 believe. 17 qualifications in that section of the job 18 0. So would that be under "Skills and 18 description. 19 Experience Requirements"? 19 0. Okay. So are the minimum 20 A. Correct. 20 qualifications for this job description listed 21 Ο. Okay and could Google choose to 21 elsewhere? 22 waive those minimum qualifications? 22 Α. They would likely be in GHire. 23 23 MR. GAGE: Objection. I don't know 0. So how did you determine 24 if I heard the question right. Did you say 24 sorry one moment. 25 could or did? 25 So if you were to look up the minimum Page 27 Page 29 1 JENNIFER BURDIS JENNIFER BURDIS 2 MS. GELFAND: "Could" they. qualifications for the technical director role where in GHire would that be located? 3 MR. GAGE: Oh could. Could okay. 4 Objection. It would be under the requirements in 5 I'm not sure how to answer that. 5 GHire where there is a section to input minimum 6 Okay. So let's walk through these qualifications. 7 minimum qualifications. So the first one says Do you recall what those minimum 8 that "The ideal candidate will have extensive 8 qualifications were with respect to the technical 9 experience co creating Cloud roadmaps with director role? 9 customers and/or vendors of the CIO CTO SVP of 10 10 A. I don't. engineering levels." Okay. So how did you determine 11 11 whether a candidate was a match for the technical 12 MR. GAGE: Objection. 12 13 Ο. Would this be a minimum qualification 13 director role? for the technical director role? 14 14 MR. GAGE: Objection. 15 Α. 15 A. Maybe you could rephrase. 0. Okay. Would that be a preferred 16 Sure. So when a candidate applied 16 17 qualification? 17 for the technical director position what factors 18 MR. GAGE: Objection. 18 did you use to determine whether they would be 19 Α. I don't know how to answer that 19 brought in for an interview? 20 question. 20 So there were a number of different 21 Q. Okay and if you could take a look at 21 factors taken into account. Industry experience 22 that time second bullet point is that a minimum 22 would be one of them. The extent of a candidate's 23 qualification for the technical director role? 23 experience and years of experience would play a 24 MR. GAGE: Objection. 24 part in that decision. Relevant experience with 25 Α. I'm finding this section of questions regard to the specific area of technology and also

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30 to 33

1	Page 30 JENNIFER BURDIS	1	Page 32 JENNIFER BURDIS
2	for the industry verticals we were hiring for	2	level for the technical director role. Did anyone
3	relevant experience within that domain.	3	else make an assessment at that time?
4	Q. Anything else?	4	A. Yes.
5	A. Educational background is also	5	0. Who?
6	another factor so we consider.	6	A. The sourcer Krista Callahan. The
7	Q. Okay. So when you said that years of	7	sourcer; Krista with a K Callahan.
8	experience played a part in your determination	8	Q. And what was Ms. Callahan's position?
9	can you speak more about that? What were the	9	A. She was Ulku's sourcer so she was
10			
	years of experience that you considered?	10	the first person that Ulku had contact with and
11	MR. GAGE: Objection.  A. The the boundaries of years of	12	engaged with for the role.
12			Q. And do you recall what she assessed
13	experience are not concrete so that's difficult	13	Ms. Rowe's level at?
14	to answer.	14	A. I recall Level 8.
15	Q. Okay and so at the time that the	15	Q. Okay and do you recall what that
16	candidates came in for an interview had you made	16	assessment was based on?
17	an assessment about their level?	17	A. You would need to ask Krista that
18	A. An initial one yes.	18	question.
19	Q. So this was a preinterview initial	19	Q. And would that assessment be
20	assessment?	20	documented anywhere?
21	A. Yes.	21	A. Again Krista may have documentation
22	MR. GAGE: Objection.	22	that I'm unaware of.
23	Q. Okay. Was there any policy that laid	23	Q. Okay and did you did you document
24	out how years of experience translated into level?	24	your assessment of Ms. Rowe's level anywhere?
25	MR. GAGE: Objection.	25	A. It may be on certain documents that
	Page 31		Page 33
1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	A. I believe there might be some	2	we were considering Ulku at Level 8. I don't
3	documentation around that but I don't recall the	3	remember exactly which documents that information
4	detail.	4	would reside on.
5	Q. Okay and could you deviate	5	Q. Okay and did you always document
6	from from that?	6	your assessment your preinterview assessment for
7	MR. GAGE: Objection.	7	a candidate's level?
8	A. Taking into account other factors	8	A. Yes.
9	that we consider in the screening process yes.	9	Q. And did you review any criteria in
10	Q. Okay and so did you look at that	10	making that assessment?
11	documentation that you mentioned at the time that	11	A. Yes.
12	you were recruiting for the technical director	12	Q. And what did you review?
13	role related to years of experience?	13	A. The minimum qualifications and the
14		1	factors that I previously listed when we consider
	A. Yes.	14	factors that I previously risted when we consider
15	A. Yes. Q. And the years of experience were	14 15	where a candidate might fit within the
15 16			
	Q. And the years of experience were	15	where a candidate might fit within the
16	Q. And the years of experience were those bands of years or were they broken down year	15 16	where a candidate might fit within the organization level wise.
16 17	Q. And the years of experience were those bands of years or were they broken down year by year?	15 16 17	where a candidate might fit within the organization level wise.  Q. Okay and did you document this in
16 17 18	Q. And the years of experience were those bands of years or were they broken down year by year?  MR. GAGE: Objection.	15 16 17 18	where a candidate might fit within the organization level wise.  Q. Okay and did you document this in GHire?
16 17 18 19	Q. And the years of experience were those bands of years or were they broken down year by year?  MR. GAGE: Objection.  A. They were bands.	15 16 17 18 19	where a candidate might fit within the organization level wise.  Q. Okay and did you document this in GHire?  A. I don't recall
16 17 18 19 20	Q. And the years of experience were those bands of years or were they broken down year by year?  MR. GAGE: Objection.  A. They were bands.  Q. So do you recall with the technical	15 16 17 18 19 20	where a candidate might fit within the organization level wise.  Q. Okay and did you document this in GHire?  A. I don't recall  MR. GAGE: Objection.
16 17 18 19 20 21	Q. And the years of experience were those bands of years or were they broken down year by year?  MR. GAGE: Objection.  A. They were bands.  Q. So do you recall with the technical director position what bands equated to which	15 16 17 18 19 20 21	where a candidate might fit within the organization level wise.  Q. Okay and did you document this in GHire?  A. I don't recall  MR. GAGE: Objection.  A. I don't recall if it's written in
16 17 18 19 20 21 22	Q. And the years of experience were those bands of years or were they broken down year by year?  MR. GAGE: Objection.  A. They were bands.  Q. So do you recall with the technical director position what bands equated to which level?	15 16 17 18 19 20 21 22	where a candidate might fit within the organization level wise.  Q. Okay and did you document this in GHire?  A. I don't recall  MR. GAGE: Objection.  A. I don't recall if it's written in GHire.
16 17 18 19 20 21 22 23	Q. And the years of experience were those bands of years or were they broken down year by year?  MR. GAGE: Objection.  A. They were bands.  Q. So do you recall with the technical director position what bands equated to which level?  A. I do not.	15 16 17 18 19 20 21 22 23	where a candidate might fit within the organization level wise.  Q. Okay and did you document this in GHire?  A. I don't recall  MR. GAGE: Objection.  A. I don't recall if it's written in GHire.  Q. Do you recall whether it's written

1	Page 42	1	Page 44
1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	decision making and it wouldn't that wouldn't	2	technical director position?
3	sway things either way.	3	A. Yes.
4	Q. Okay. So going down on the same	4	Q. Okay. As far as you were aware did
5	document to the first bullet point it says	5	Google sorry.
6	"Consistent evaluation for all candidates " do you	6	Did Google have a policy that the
7	see that?	7	number of years of work experience dictated the
8	A. I do.	8	level that someone would come in at?
9	Q. So it says that "We assess	9	A. I'm not aware of that policy.
10	candidates against structured rubrics during the	10	Q. So what was your understanding of how
11	interview process to ensure consistency and reduce	11	the years of experience of a candidate were
12	bias when evaluating candidates." So was that	12	considered under Google's leveling policy?
13	true at the time that you were recruiting for the	13	MR. GAGE: Objection.
14	technical director's role?	14	A. They were only guidelines. They were
15	A. Just give me a second.	15	guidelines.
16	Yes.	16	Q. So Google didn't have a policy that
17	Q. Okay and which rubrics did you use?	17	someone with a certain number of years of
18	A. I don't recall specific documents or	18	experience would automatically come in at a
19	names of documents but there will be a rubrics	19	certain level?
20	that speaks to the Level 8 process and Level 9	20	A. No.
21	process.	21	Q. So for any role at Google someone
22	Q. Okay. So if you had assessed an	22	with say 17 years of experience could come in as a
23	individual at a Level 8 prior to their interview	23	Level 9 if they were being hired for a Level 9
24	that individual would be assessed according to the	24	role?
25	Level 8 rubric?	25	A. If they met
	Da 42		Page 45
	Page 43		
1	JENNIFER BURDIS	1	JENNIFER BURDIS
1 2	JENNIFER BURDIS  A. With consideration	1 2	-
			JENNIFER BURDIS
2	A. With consideration	2	JENNIFER BURDIS MR. GAGE: Objection.
2 3	A. With consideration MR. GAGE: Objection.	2 3	JENNIFER BURDIS  MR. GAGE: Objection. Q. Sorry?
2 3 4	A. With consideration  MR. GAGE: Objection.  Go ahead.	2 3 4	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the
2 3 4 5	A. With consideration  MR. GAGE: Objection.  Go ahead.  A. With consideration of levels given	2 3 4 5	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.
2 3 4 5	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two	2 3 4 5 6	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years
2 3 4 5 6 7	A. With consideration  MR. GAGE: Objection.  Go ahead.  A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels	2 3 4 5 6 7	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were
2 3 4 5 6 7 8	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level	2 3 4 5 6 7 8	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?
2 3 4 5 6 7 8	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout.	2 3 4 5 6 7 8	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.
2 3 4 5 6 7 8 9	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial	2 3 4 5 6 7 8 9	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.
2 3 4 5 6 7 8 9 10	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could	2 3 4 5 6 7 8 9 10	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any
2 3 4 5 6 7 8 9 10 11	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at	2 3 4 5 6 7 8 9 10 11	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15
2 3 4 5 6 7 8 9 10 11 12 13	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric?	2 3 4 5 6 7 8 9 10 11 12 13	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years
2 3 4 5 6 7 8 9 10 11 12 13	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes.	2 3 4 5 6 7 8 9 10 11 12 13 14	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?
2 3 4 5 6 7 8 9 10 11 12 13 14 15	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics	2 3 4 5 6 7 8 9 10 11 12 13 14	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director position?	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.  Q. Okay. Did Google prescribe any
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director position? A. Yes.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.  Q. Okay. Did Google prescribe any meaningful difference between someone with 19
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director position? A. Yes. Q. Okay and so continuing where we left	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.  Q. Okay. Did Google prescribe any meaningful difference between someone with 19 years of experience versus someone with 20 years
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director position? A. Yes. Q. Okay and so continuing where we left off in the document it says "While we do take	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.  Q. Okay. Did Google prescribe any meaningful difference between someone with 19 years of experience versus someone with 20 years of experience?
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director position? A. Yes. Q. Okay and so continuing where we left off in the document it says "While we do take prior experience into consideration we don't rely on company names and job titles to understand a	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.  Q. Okay. Did Google prescribe any meaningful difference between someone with 19 years of experience versus someone with 20 years of experience?  MR. GAGE: Objection.  A. No.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director position? A. Yes. Q. Okay and so continuing where we left off in the document it says "While we do take prior experience into consideration we don't rely on company names and job titles to understand a candidate's capabilities."	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.  Q. Okay. Did Google prescribe any meaningful difference between someone with 19 years of experience versus someone with 19 years of experience?  MR. GAGE: Objection.  A. No.  Q. Okay. How about between 19 years of
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	A. With consideration MR. GAGE: Objection. Go ahead. A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout. Q. So if you had made an initial assessment that a candidate was a Level 8 could or would would the interviewer still look at the Level 9 rubric? A. Yes. Q. Okay and were these same rubrics used for all candidates in the technical director position? A. Yes. Q. Okay and so continuing where we left off in the document it says "While we do take prior experience into consideration we don't rely on company names and job titles to understand a	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	JENNIFER BURDIS  MR. GAGE: Objection.  Q. Sorry?  A. If they met the criteria for the role then that is possible.  Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?  A. Yes.  MR. GAGE: Objection.  Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?  MR. GAGE: Objection.  A. No.  Q. Okay. Did Google prescribe any meaningful difference between someone with 19 years of experience versus someone with 20 years of experience?  MR. GAGE: Objection.  A. No.

1	Page 46 JENNIFER BURDIS	1	Page 48 JENNIFER BURDIS
2	A. No.	2	A. So in place of a hiring committee the
3	Q. And how about between 23 years of	3	packet the candidate packet would be submitted
4	experience versus 25 years of experience?	4	to the team you see here CESO for SVP review.
5	MR. GAGE: Objection.	5	Concurrently to that the packet would also be put
6	A. No.	6	in front of Diane Greene to review.
7	Q. Did Google provide you with any	7	Q. Did Ms. Greene review all the packets
8	guidance on how number of years of experience	8	for the technical director candidates?
9	would be evaluated for purposes of leveling?	9	MR. GAGE: Objection.
10	MR. GAGE: Objection.	10	A. I do not know if she reviewed them.
11	A. Sorry could you repeat that question	11	She had access to them.
12	again?	12	Q. Okay and so this paragraph states
13	Q. Sure. Did Google provide you with	13	that "A levelling rationale is typically crafted
14	any guidance about how number of years of work	14	by the recruiter and the hiring manager together."
15	experience would be evaluated for purposes of	15	Was the leveling rationale always included in the
16	leveling?	16	packet?
17	MR. GAGE: Objection.	17	A. Yes.
18	A. I believe the documentation is purely	18	Q. And what information did you
19	a guide and it's it's a guideline; it not	19	understand to be included in the levelling
20	concrete.	20	rationale?
21	Q. And did Google provide you with any	21	A. Typically the leveling rationale
22	guidance on how to consider years of experience	22	would come from the hiring manager. So in this
23	when individuals were being hired for the same	23	instance it would be Will Grannis and he would
24	role?	24	essentially write between one sentence and four to
25	MR. GAGE: Objection.	25	
23	rk. GAGE: Objection.	23	five sentences on his opinion of where a candidate
	Page 47		Page 49
1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	A. Again years of experience is one	2	would sit level wise.
3	factor.	3	Q. Okay and so you stated that Mr.
4	Q. Okay. So going back to this	4	Grannis would make a preinterview assessment of a
5	document let me know when you have that opened.	5	candidate's level correct?
6	A. I do.	6	A. Correct.
7	Q. Okay.	7	Q. And so was this rationale in addition
1 0	MR. GAGE: Are we still on Tab 164?		~
8	MR. GAGE: ALE WE SCIII ON TAD 104:	8	to that initial assessment?
9	MS. GELFAND: Yes.	9	-
			to that initial assessment?
9	MS. GELFAND: Yes.	9	to that initial assessment?  A. Correct.
9	MS. GELFAND: Yes. MR. GAGE: Okay.	9	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the
9 10 11	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says	9 10 11	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.
9 10 11 12	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says  "Independent Review" and you can read through that	9 10 11 12	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the
9 10 11 12 13	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says  "Independent Review" and you can read through that if you need to refresh your recollection about	9 10 11 12 13	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the interviewing portion of the hiring process for the
9 10 11 12 13 14	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says "Independent Review" and you can read through that if you need to refresh your recollection about this policy but my question for you is: Was this	9 10 11 12 13 14	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the interviewing portion of the hiring process for the technical directors?
9 10 11 12 13 14 15	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says "Independent Review" and you can read through that if you need to refresh your recollection about this policy but my question for you is: Was this process in place at the time that you were	9 10 11 12 13 14 15	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the interviewing portion of the hiring process for the technical directors?  A. Not outside of helping to coordinate
9 10 11 12 13 14 15	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says "Independent Review" and you can read through that if you need to refresh your recollection about this policy but my question for you is: Was this process in place at the time that you were recruiting for the technical director role?	9 10 11 12 13 14 15	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the interviewing portion of the hiring process for the technical directors?  A. Not outside of helping to coordinate the logistics.
9 10 11 12 13 14 15 16	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says "Independent Review" and you can read through that if you need to refresh your recollection about this policy but my question for you is: Was this process in place at the time that you were recruiting for the technical director role?  A. I will just read it if that's okay.	9 10 11 12 13 14 15 16 17	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the interviewing portion of the hiring process for the technical directors?  A. Not outside of helping to coordinate the logistics.  Q. Did you put together a panel of
9 10 11 12 13 14 15 16 17	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says "Independent Review" and you can read through that if you need to refresh your recollection about this policy but my question for you is: Was this process in place at the time that you were recruiting for the technical director role?  A. I will just read it if that's okay.  Q. Sure.	9 10 11 12 13 14 15 16 17	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the interviewing portion of the hiring process for the technical directors?  A. Not outside of helping to coordinate the logistics.  Q. Did you put together a panel of interviewers?
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9 10 11 12 13 14 15 16 17 18 19 20 21	MS. GELFAND: Yes.  MR. GAGE: Okay.  Q. The second bullet point says "Independent Review" and you can read through that if you need to refresh your recollection about this policy but my question for you is: Was this process in place at the time that you were recruiting for the technical director role?  A. I will just read it if that's okay. Q. Sure.  A. Okay. So for Level 8 candidates Level 8 plus candidates at the time I was hiring for the office of the CTO we did not have a hiring	9 10 11 12 13 14 15 16 17 18 19 20 21	to that initial assessment?  A. Correct.  Q. Okay. You can put that document aside.  So did you have any role in the interviewing portion of the hiring process for the technical directors?  A. Not outside of helping to coordinate the logistics.  Q. Did you put together a panel of interviewers?  A. Yes.  Q. Did anyone else in addition to you select the interviewers?
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	Page 50		Page 52
1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	Q. And what was the choice of	2	Q. Is that no? Sorry you cut out.
3	interviewers based on?	3	A. No I do not recognize it.
4	MR. GAGE: Objection.	4	Q. Have you ever seen anything like
5	A. I don't fully understand the	5	this?
6	questions to answer.	6	MR. GAGE: Objection.
7	Q. So how did you and Mr. Grannis decide	7	A. No.
8	who would be on the panel of interviewers for the	8	Q. Okay. So you're not aware if any
9	technical director's role?	9	L 8 plus assessment based interview questions were
10	MR. GAGE: Objection.	10	used for the technical director role?
11	A. You would need to ask	11	MR. GAGE: Objection.
12	MR. GAGE: She said yeah I don't	12	A. I am not aware.
13	think she said she did it.	13	Q. Are you aware did the questions
14	A. Will.	14	differ at all based on whether someone was being
15	Q. And do you know if the same panel of	15	considered as a Level 8 or a Level 9?
16	interviewers were used for all candidates for that	16	A. Not to my knowledge.
17	role?	17	Q. Okay. So speaking specifically about
18	A. The panels were not identical. There	18	the technical director's position was the
19	was a lot of crossover but due to the logistics	19	decision to make an offer to a candidate made
20	side and scheduling constraints we had a pool of	20	after all of the interviewers' interviews were
21	interviewers that we selected from.	21	complete?
22	Q. Okay and do you know what the choice	22	A. Correct.
23	of interviewers was based on?	23	Q. And who made the decision to extend
24	MR. GAGE: Objection.	24	an offer?
25	A. You would need to ask Will.	25	A. We receive the recruiter receives
	Page 51		Page 53
1	Page 51 JENNIFER BURDIS	1	Page 53 JENNIFER BURDIS
1 2		1 2	
	JENNIFER BURDIS		JENNIFER BURDIS  notification of SVP approval and at that point you the recruiter can extend an offer.
2	JENNIFER BURDIS Q. Was Mr. Grannis on the panel for	2	JENNIFER BURDIS notification of SVP approval and at that point
2 3	JENNIFER BURDIS Q. Was Mr. Grannis on the panel for these candidates?	2 3	JENNIFER BURDIS  notification of SVP approval and at that point you the recruiter can extend an offer.
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2 3 4 5	JENNIFER BURDIS  Q. Was Mr. Grannis on the panel for these candidates?  A. He met with every candidate.  Q. Do you know if Mr. if Brian	2 3 4 5	JENNIFER BURDIS  notification of SVP approval and at that point you the recruiter can extend an offer.  Q. So aside what was in GHire for the technical director position did any interviewers
2 3 4 5 6	JENNIFER BURDIS  Q. Was Mr. Grannis on the panel for these candidates?  A. He met with every candidate.  Q. Do you know if Mr. if Brian  Stevens met with every candidate?	2 3 4 5	JENNIFER BURDIS  notification of SVP approval and at that point you the recruiter can extend an offer.  Q. So aside what was in GHire for the technical director position did any interviewers tell you what their decision to hire someone was
2 3 4 5 6 7	JENNIFER BURDIS  Q. Was Mr. Grannis on the panel for these candidates?  A. He met with every candidate.  Q. Do you know if Mr. if Brian  Stevens met with every candidate?  MR. GAGE: Objection.	2 3 4 5 6 7	JENNIFER BURDIS  notification of SVP approval and at that point you the recruiter can extend an offer.  Q. So aside what was in GHire for the technical director position did any interviewers tell you what their decision to hire someone was based on?
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Q. Was Mr. Grannis on the panel for these candidates?  A. He met with every candidate. Q. Do you know if Mr. if Brian Stevens met with every candidate? MR. GAGE: Objection.  A. No. Q. Who came up with the questions that would be asked on these interviews? A. Will Grannis. Q. And were assessment based interview questions used for all of the candidates? A. I don't fully understand the question "assessment based interview question "assessment based interview question be adding a document to the Box so you can look at that. We just need one second. Okay you should see it now in the Box. It's going to be Tab 189 and we're going to mark this has been previously marked as Exhibit 79. Let me know if you have that open.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	notification of SVP approval and at that point you the recruiter can extend an offer.  Q. So aside what was in GHire for the technical director position did any interviewers tell you what their decision to hire someone was based on?  A. Everything will be in GHire. Q. And did Will Grannis make a recommendation to the hiring committee?  MR. GAGE: Objection.  A. There was no hiring committee. Q. And so you would assess Mr. Grannis' recommendation as well as the interviewers to determine whether to extend an offer?  MR. GAGE: Objection.  A. My extending the offer was purely based on SVP approval. Q. And the SVP would review the package that you prepared?  A. Correct.  MR. GAGE: Objection.

December 09, 2020 54 to 57 Page 56 Page 54 1

1 JENNIFER BURDIS 2 A. Many people through the process. 2 3 Ο. And who are those? and that conversation may have taken place The final decision would be the SVP 4 verbally. 5 to review and approve but the checkpoints of 5 Okay. I would like us to go back to 6 deciding where a candidate would reside level wise the Box. I'm adding another document. Give me 7 through the process would include the recruitment one second. 8 team the interview panel the hiring manager and 8 Okay. You should see in the 9 the two SVP reviewers. 9 Box Tab 160 and this this document has been

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And who was the SVP in this this for the technical director position? MR. GAGE: Objection.

Diane Greene had access to Ulku's Α. packet or Holtz and Sridhar. The two additional SVPs were Urs U R S Holtz and Sridhar. I can't recall his last name enough to be accurate. Sridhar S R I D H A R. Sridhar.

So who made the final decision with respect to Ms. Rowe's level?

20 MR. GAGE: Objection. 21 Α. The SVP I just listed.

22 Ο. And was that doc was that decision 23 documented anywhere?

24 Yes in GHire. Α.

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And did Mr. Grannis make a final 0.

JENNIFER BURDIS

Will where we discussed all candidates in process

previously marked as Exhibit 62. Let me know when you have that open.

A. I have that open. MR. GAGE: You said 1 6 0 Shira? MS. GELFAND: Tab 1 6 0.

> MR. GAGE: Yup okay. MS. GELFAND: Okay.

Q. Do you recognize this document?

Α. There's not I may have seen it in the past but I don't recall.

20 Q. Is this part of Google's leveling 21 policy?

> I would assume so based on the title. Α.

> > Page 57

Okay. So the document says "What the leveling rationale by staffers includes and using the template below you'll include the

Page 55

## JENNIFER BURDIS

recommendation for what level

MR. GAGE: Objection.

4 0. for what level Ms. Rowe would be 5 hired in at?

Α.

Did he tell you what he based his decision on?

He based his decision on the assessment throughout the process of Ulku Rowe's level.

Q. And did he document that anywhere?

Α. His recommendation is documented in

14 the offer packet.

> Did you play any role in deciding what level a technical director would be hired at?

17 A.

MR. GAGE: Objection.

Q. Okay and outside of what Mr. Grannis documented in the offer packet did he communicate with you what his leveling recommendation was based on?

23 MR. GAGE: Objection.

> I don't recall specific A. conversations but I had a weekly meeting with

## JENNIFER BURDIS

following in every packet." So Number 1 says "The reason the interview rubric level was 4 chosen." Do you see that?

> Α. I do.

Did you include this in every packet?

I would like to know if this document was released at the same time as the concerned policy in August 2019 because that was a long time after Ulku's process.

Q. So this policy may not have been in place at that time?

MR. GAGE: Objection.

A. Potentially.

Okay. So my question is for you whether you included the preinterview rubric level in every packet at that time.

MR. GAGE: Objection.

A. I don't fully understand the question. Sorry.

So my you know my understanding is 0. that this policy may not have been in place at the time that you were recruiting for the technical director role. So my question for you is whether or not this policy was in place whether in every

1		Page 86 JENNIFER BURDIS	1		Page 88
2	Α.	I don't recall the specifics but	2	Α.	I do not know.
3		he offer packet offer and the offer	3	0.	And you were the recruiter for Ben
4		er being different there was likely	4	Wilson?	12.00 700 1020 0.10 100102001 101 2011
5		iation conversations that took place.	5	A.	I was.
6	0.	So do you know what factors Google	6	0.	And so what was the basis for the
7	~	in setting his base salary at	7	~	o hire Mr. Wilson as a Level 9?
8	COLBIACICA	MR. GAGE: Objection.	8	A.	The same assessment criteria will
9	Α.	That would be a question for Chris	9		used for Ben's initial screening process
10	Humez.	Time would be a question for chils	10		andidates through the process. Ben was
11	0.	Okay. Do you know whether Diane	11		y vertical ex expert in the
12	~ '	roved Mr. Harteau's offer?	12		·
13	A.	I received notification from Diane's	13		space and a C level executive.
				Q.	So your recommendation was sorry
14		that I could proceed with an offer.	14	one second	
15	Q.	And did MS. GELFAND provide any sort	15		Did you document those that
16		k about Mr. Harteau's candidacy?	16	criteria a	•
17	Α.	I do not recall.	17	Α.	I don't remember if I documented
18	Q.	And who was her who was Ms.	18	-	but if I did it would be in GHire.
19		ecruiter that sent you that	19	Q.	And did you have any conversations
20	notificati		20	with anyon	e about this criteria?
21	A.	Her name was Roopa R O O P A. I	21		MR. GAGE: Objection.
22		to look up the spelling of her last	22	A.	It's possible that Will and I spoke
23		on't remember the spelling. I don't	23	during our	weekly meeting about them.
24	recall her	last name no.	24	Q.	Do you recall any specific
25	Q.	Did you have any discussions with	25	conversation	ons with Mr. Grannis about Mr. Wilson?
		Page 87			Page 8
1	D' G	JENNIFER BURDIS	1		JENNIFER BURDIS
2		ne about Mr. Harteau?	2	Α.	I do not.
3	Α.	No.	3	Q.	Okay. So what was the business
4	Q.	Did MS. GELFAND provide any sort of	4	-	served in tying then the vertical
5	leveling r	acommandation for Mr. Wartaaii	5		
6		ecommendation for Mr. Harteau?		-	xpertise to the determination of his
		MR. GAGE: Objection.	6	level?	
7	A.	MR. GAGE: Objection.  Not to my knowledge.	6 7	level?	MR. GAGE: Objection.
8	Q.	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane	6	level?	MR. GAGE: Objection.  If I think I understand the question
	Q. Greene's r	MR. GAGE: Objection.  Not to my knowledge.	6 7	level?  A. correctly	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines
8 9 10	Q.	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included	6 7 8	level?  A. correctly	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines e spent in roles.
8	Q. Greene's r	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane	6 7 8 9	A. correctly around time Q.	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines e spent in roles.  Do you know whether Mr. Grannis
8 9 10 11 12	Q. Greene's r	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and	6 7 8 9	A. correctly around time Q. analyzed the	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines e spent in roles.  Do you know whether Mr. Grannis he business necessity for these for
8 9 10 11	Q. Greene's r in that?	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and  red.  Approval for additional SVP review.	6 7 8 9 10	A. correctly around time Q. analyzed the	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines e spent in roles.  Do you know whether Mr. Grannis
8 9 10 11 12	Q. Greene's r in that? answe	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red.	6 7 8 9 10 11 12	A. correctly around time Q. analyzed the	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines e spent in roles.  Do you know whether Mr. Grannis he business necessity for these for ing decision?  MR. GAGE: Objection.
8 9 10 11 12 13	Q. Greene's r in that?  answe A. Q.	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and  red.  Approval for additional SVP review.	6 7 8 9 10 11 12 13	A. correctly around time Q. analyzed the	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis the business necessity for these for ing decision?
8 9 10 11 12 13	Q. Greene's r in that?  answe A. Q. with Diane	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red.  Approval for additional SVP review. Okay. Did you have any conversations	6 7 8 9 10 11 12 13 14	A. correctly around time Q. analyzed this level.	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines e spent in roles.  Do you know whether Mr. Grannis he business necessity for these for ing decision?  MR. GAGE: Objection.
8 9 10 11 12 13 14 15	Q. Greene's r in that?  answe A. Q. with Diane	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red.  Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical	6 7 8 9 10 11 12 13 14 15	A. correctly around time Q. analyzed this level.	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines e spent in roles.  Do you know whether Mr. Grannis he business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.
8 9 10 11 12 13 14 15 16	Q. Greene's rin that?  answe A. Q. with Diane director o	MR. GAGE: Objection. Not to my knowledge. So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red. Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical r the technical director's role?	6 7 8 9 10 11 12 13 14 15	A. correctly around time Q. analyzed this level:  A. Q.	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis the business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.  Okay. So you don't know?
8 9 10 11 12 13 14 15 16 17	Q. Greene's rin that?  answe. A. Q. with Diane director of A.	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red.  Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical r the technical director's role?  No. Okay. Were you the recruiter for	6 7 8 9 10 11 12 13 14 15 16 17	A. correctly around time Q. analyzed this level: A. Q. A. Q.	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis the business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.  Okay. So you don't know?  No.
8 9 10 11 12 13 14 15 16 17 18	Q. Greene's rin that?  answer A. Q. with Diane director of A. Q.	MR. GAGE: Objection.  Not to my knowledge.  So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red.  Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical r the technical director's role?  No. Okay. Were you the recruiter for	6 7 8 9 10 11 12 13 14 15 16 17 18	A. correctly around time Q. analyzed this level: A. Q. A. Q.	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis the business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.  Okay. So you don't know?  No.  Okay. Do you know what factors sidered in setting Mr. Wilson's base
8 9 10 11 12 13 14 15 16 17 18	Q. Greene's rin that?  answe A. Q. with Diane director o A. Q. Evren Eryu	MR. GAGE: Objection. Not to my knowledge. So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red. Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical r the technical director's role? No. Okay. Were you the recruiter for rek?	6 7 8 9 10 11 12 13 14 15 16 17 18 19	A. correctly around time Q. analyzed this level:  A. Q. A. Q. Google cons	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis the business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.  Okay. So you don't know?  No.  Okay. Do you know what factors sidered in setting Mr. Wilson's base
8 9 10 11 12 13 14 15 16 17 18 19	Q. Greene's rin that?  answe. A. Q. with Diane director o A. Q. Evren Eryu. A.	MR. GAGE: Objection. Not to my knowledge. So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red. Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical r the technical director's role? No. Okay. Were you the recruiter for rek? I was not no.	6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	A. correctly around time Q. analyzed this level:  A. Q. A. Q. Google cons	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis the business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.  Okay. So you don't know?  No.  Okay. Do you know what factors sidered in setting Mr. Wilson's base on?
8 9 10 11 12 13 14 15 16 17 18 19 20 21	Q. Greene's rin that?  answer A. Q. with Diane director or A. Q. Evren Eryur A. Q.	MR. GAGE: Objection. Not to my knowledge. So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red. Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical r the technical director's role? No. Okay. Were you the recruiter for rek? I was not no.	6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	A. correctly around time Q. analyzed this level:  A. Q. A. Q. Google concompensation	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis he business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.  Okay. So you don't know?  No.  Okay. Do you know what factors sidered in setting Mr. Wilson's base on?  MR. GAGE: Objection.
8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Q. Greene's rin that?  answe A. Q. with Diane director o. A. Q. Evren Eryu A. Q. hiring?	MR. GAGE: Objection. Not to my knowledge. So that notification from Diane ecruiter what would have been included  MR. GAGE: Objection asked and red. Approval for additional SVP review. Okay. Did you have any conversations Greene at any point about the technical r the technical director's role? No. Okay. Were you the recruiter for rek? I was not no. Were you at all involved in his	6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	A. correctly around time Q. analyzed this level:  A. Q. A. Q. Google concompensation	MR. GAGE: Objection.  If I think I understand the question there were no concrete guidelines a spent in roles.  Do you know whether Mr. Grannis the business necessity for these for ing decision?  MR. GAGE: Objection.  You would need to ask Will.  Okay. So you don't know?  No.  Okay. Do you know what factors sidered in setting Mr. Wilson's base on?  MR. GAGE: Objection.  You would need to ask Chris Humez